UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Work and Organizational Psychology

2122-3-E2401P012

Learning area

Knowledge and skills useful to understand and change the relations among individuals and the psychosocial processes underlying groups, organizations and social systems

Learning objectives

Knowledge and understanding

· History of work and organizational psychology

· Meaning of work and its evolution in recent time

· Research methods and intervention techniques in organizational contexts

· The main theoretical issues of work and organizational psychology (organizational change, work-related stress, work motivation, leadership, group dynamics, etc.)

Applying knowledge and understanding

· Understanding the activity of work and organizational psychologist

· Developing critical thinking about case studies concerning organizational intervention

Contents

Students will be introduced to the main theories and methodologies developed by psychology to analyze and intervene in work contexts at both the individual level and at the system level. They will experience the use of different theoretical and methodological approaches to deal with some of the typical problems of organizations.

Detailed program

- The history of work and organizational psychology and its evolution in relation to the contemporary work transformations;
- Research methods and intervention in the work contexts;
- Job analysis, personnel selection and human resources management;
- Work motivation;
- Stress and well-being at work.
- Leadership and work group;
- Theories of organizations;
- Organizational culture and organizational change.

Prerequisites

Nothing specific. Students who have already passed the exam of social psychology, may be facilitated in the understanding of the course content.

Teaching methods

In addition to lectures in the classroom, part of the teaching will take place through the presentation of organizational cases, the realization of exercises in small groups and the viewing and commenting of videos relating to work.

All the material (slides of the lessons, texts of the organizational cases, exercises and, when possible, the videos) is made available on the e-learning site of the course, so that it can also be used by non-attending students.

Group projects on typical themes of work and organizational psychology will be proposed in the first days of class. The groups will be given the opportunity to present in class and discuss their work with the teacher and colleagues.

Although this course is held in Italian, for Erasmus students, course material can also be available in English, and students can take the exam in English if they wish to do so

Lessons will be held in presence, unless further COVID-19 related restrictions are imposed.

Assessment methods

The exam is written (open questions), with oral optional (chosen by student or by professor). The questions aim at ascertaining the effective acquisition of both theoretical knowledge and the ability to apply them to typical problems for the work and organizational psychologist. The evaluation criteria are: the correctness of the answers, the ability to argue, synthesize, create links, and critically read the reality.

The optional oral exam regards the topics treated in class and the material provided by professor.

Participation in the optional activities proposed during the course contributes to the final evaluation (only for attending students).

In particular, for these activities, students can draw up conclusive reports. The professor will evaluate them, and their evaluation will integrate the written exam.
The attending students, who perform during the year exercises in the classroom, will be able to replace one of the questions of the written exam with the evaluation obtained at exercises.

At the end of the course, there will also be a written pre-exam, recommended above all to attending students, structured as the written exam.

Textbooks and Reading Materials

Detailed information about the teaching material will be published on the e-learning page associated with the course.